

Fraser Health Together

Board Governance and HR Committee – June 18, 2024

Equity, Diversity and Inclusion (EDI)



Acknowledging the Land

Partnership Statement

We recognize that Fraser Health provides care on the traditional, ancestral and unceded lands of the Coast Salish and Nlaka'pamux Nations and is home to 32 First Nations within the Fraser Salish Region

Fraser Health is dedicated to serving all Indigenous people, and honours the unique cultures of the First nations, Métis and Inuit living within the Fraser Salish region.

Vision for Equity, Diversity, and Inclusion

- Create inclusive health care environments that foster trust and respect, and actively address systemic barriers and biases while providing equitable health care for diverse community members.

Equity, Diversity and Inclusion (EDI) Strategy and Action Plan

Strategy Pillar 1:

Ensuring Inclusive Environments

Create inclusive and equitable environments where everyone feels valued, heard and respected.

- 1.1: Implement anti-discrimination practices
- 1.2: Incorporate universal design in our environments
- 1.3: Promote diversity and inclusion

Strategy Pillar 2:

Enhancing Capacity-Building

Create a supportive learning culture that encourages values-based decision-making and welcomes differences.

- 2.1: Embed EDI competencies in professional development plans
- 2.2: Support meaningful engagement with diverse communities
- 2.3: Establish tools to foster safer communication

Strategy Pillar 3:

Delivering Equitable Care

Deliver equitable care that is accessible, culturally safe and responsive to the diverse communities we serve.

- 3.1: Advance targeted actions for equity-seeking populations
- 3.2: Optimize use of Language Services Programs
- 3.3: Improve access to care for New Canadians and Refugees

Strategy Pillar 4:

Incorporating EDI in Organizational Systems

Incorporate equity, diversity and inclusion principles in policies, programs, and service delivery across organizational structures and systems.

- 4.1: Collect EDI data to inform decision-making
- 4.2: Ensure a diverse workforce
- 4.3: Promote open and honest communication around EDI

What we will focus on in 2024/2025

OBJECTIVE ONE	OBJECTIVE TWO	OBJECTIVE THREE	OBJECTIVE FOUR
Care for people by supporting our well-being, involving each other in meaningful changes and acknowledging the contribution of others.	Deliver seamless and digitally enabled services that facilitate access and empower people to actively participate in their care and well-being.	Position Fraser Health as a leader in social and environmental responsibility.	Deliver effectively on provincial priorities for health system transformation.

KEY RESULTS

Reduce the vacancy rate by 1% to better support the daily work experience of our staff and medical staff by Q4.	Improve digital literacy across the organization by developing and implementing a communication and engagement plan for the Digital Health Strategy.	Ensure 80% of all sites, programs and corporate departments have at least one planetary health quality improvement initiative identified by Q2 and in implementation by Q4.	Implement access and flow best practices and processes to achieve an acute length of stay to expected length of stay ratio of less than one at each acute site by Q4.
Increase our physician workforce by 100 additional hires over the number of hires delivered in 2023/24.	Increase utilization of the digital front door to reach 100,000 visitors by Q4.	Launch Cthi:ya:yestel' (Working Together), an Indigenous learning program designed to address racism in our health system by improving cultural safety, with 15,000 staff and medical staff completing the course by Q4.	Deliver on provincial surgical priorities to increase access and surgical capacity by Q4.
Increase organizational learning pathway capacity by 450 seats by Q4.	Increase digital maturity by successfully activating Meditech Expense for Group 3 and 4 sites.	Implement the EDI strategy with 75% of leaders and medical leaders completing the Fraser Health Implicit Bias course by Q4, and by ensuring an EDI lens in corporate and clinical decisions and policies.	Improve access to urgent and primary care services by opening an additional 3 new UPCCs by Q4.
Implement year two of the well-being framework and strategy in conjunction with the Provincial Psychological Health and Safety plan.			Increase access to medical imaging services by increasing the volume of CT and MRI scans performed by Q4.
Implement the attributes of a compassionate and quality practice environment to increase patient satisfaction to 80% and reduce the hospital harm indicator by 10% by Q4.			Implement a simplified model for access to community services for the adult mental health and substance use population by Q4.
			Implement a simplified model for access to community services for adults with complex medical conditions and frailty by Q4.